

FILED

JUN 10 2019

Mark C. McCarit, Clerk
U.S. DISTRICT COURT

UNITED STATES DISTRICT COURT

NORTHERN DISTRICT OF OKLAHOMA

Nicole Midget

Plaintiff(s)

vs.

AAON

Defendant(s)

19 CV 311 GKF - JFJ

Case Number:

COMPLAINT - EEOC

Comes now the Plaintiff,
 claim against the Defendant(s),
 states and alleges as follows:

1. This action is brought and jurisdiction lies pursuant to 42 U.S.C. §2000e-5. Venue is proper in this District.

2. Plaintiff is a(n) Black Female who resides at

(Race) (Sex)

(Complete address)

3. The Defendant AAON is an employer,
 employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at

2425 S. Yukon Ave Tulsa OK 74107

(Note: 3a-3f to be used if there is more than one defendant.)

3a. The Defendant #AO# is an employer,
 employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at

3b. The Defendant _____ is an employer,
 employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at

3c. The Defendant _____ is an employer,
 employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at

3d. The Defendant _____ is an employer,
 employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at

IIP, Q Summons

3e. The Defendant _____ is an employer, employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at _____

3f. The Defendant _____ is an employer, employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at _____

4. On or about _____, _____, defendant(s)
(Month/day) (Year)

(Specify the unlawful employment practices which you are alleging against the defendant(s), such as: refusal to hire, discharge from employment, harassment in employment, etc.)

because of (state why defendant(s) discriminated against you, i.e. race, color religion, sex or national origin, etc.)

5. Plaintiff timely filed a written complaint of discrimination with the Equal Employment Opportunity Commission (EEOC) and received a right to sue letter, a copy of which is attached. All conditions precedent to the institution of this lawsuit have been fulfilled.

Wherefore, Plaintiff prays for (state what relief is sought) _____

and such other relief as the Court would allow under Title VII of the Civil Rights Act of 1964.

Nicole Midget
Signature
421 E. 59th St North
Address
Tulsa Ok 74126
City State ZIP
918-951-7144
Telephone

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

 FEPA
 EEOC
564-2019-00429**Oklahoma Attorney General's Office, Office of CR Enforcement**

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

Ms. Ne'cole L. Midget

Home Phone (Incl. Area Code)

(918) 951-7144

Date of Birth

1978

Street Address

City, State and ZIP Code

421 E. 59th St. North, Tulsa, OK 74126

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

AAON

No. Employees, Members

15 - 100

Phone No. (Include Area Code)

(918) 951-7144

Street Address

City, State and ZIP Code

2425 S. Yukon Ave, Tulsa, OK 74107

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

<input checked="" type="checkbox"/> RACE	<input type="checkbox"/> COLOR	<input type="checkbox"/> SEX	<input type="checkbox"/> RELIGION	<input type="checkbox"/> NATIONAL ORIGIN
<input checked="" type="checkbox"/> RETALIATION	<input type="checkbox"/> AGE	<input type="checkbox"/> DISABILITY	<input type="checkbox"/> GENETIC INFORMATION	
<input type="checkbox"/> OTHER (Specify)				

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

10-02-2018**10-04-2018** CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I was hired on or about August 13, 2018 as an Assembler. During my tenure, I performed my duties satisfactorily to the best of my knowledge. During my first few weeks of employment, I began to be ridiculed and harassed by my coworkers to include, Fionna LNU, Floor Supervisor and White. Fionna would not allow me to work in my place of duty, she would send me across the street to another warehouse for most the day. This is where the other workers would harass me. Fionna herself would call me weird and make me feel as if I were less than her. I made several requests to speak to a Manager about my concerns, but the Manager was never available to assist me. On or about October 2, 2018, I submitted a racial discrimination complaint to Jennifer LNU, Human Resources and White. Jennifer told me that she would look into my complaint and get back with me. On October 4, 2018, I was discharged.

No reason was given as to why I was subjected to such disparate treatment.

I believe that I have been discriminated against on the basis of my race, Black, in violation of Title VII of the Civil Rights Act of 1964, as amended.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY – When necessary for State and Local Agency Requirements

I declare under penalty of perjury that the above is true and correct.

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

06-10-2019

JANETTA HARRIS
Notary Public In and for
STATE OF OKLAHOMA
Commission #99020512
Expires: February 8, 2020

X

Date

Charging Party Signature

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION		Charge Presented To:	Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		<input type="checkbox"/> FEPA	
		<input checked="" type="checkbox"/> EEOC	564-2019-00429
Oklahoma Attorney General's Office, Office of CR Enforcement		and EEOC	
State or local Agency, if any			

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – When necessary for State and Local Agency Requirements
I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)
 <p>Charging Party Signature</p>	